

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Association of Professional Scientists (CAPS)
Professional Scientific
Bargaining Unit 10**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 10 contract expires in its entirety as of June 30, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – Salaries

Article 3 – Leaves

Article 4 – Holidays

Article 5 – Health and Welfare

Article 6 – Business and Travel Expenses – Allowances and Reimbursements

Article 7 – Hours of Work and Overtime

Article 8 – Retirement

Article 9 – Grievance and Arbitration Procedure

Article 10 – CAPS Representation Rights

Article 11 – Organizational Security

Article 12 – State Rights

Article 13 – General Provisions

Article 14 – Health and Safety

Article 15 – Career Development

Article 16 – Transfer and Layoff

Article 17 – Classification

Article 18 – Permanent Intermittents

Article 19 – Miscellaneous

Article 20 – Entire Agreement

Side Letter 1 - The State proposes to delete this side letter as obsolete.

New Proposals

The State is specifically interested in negotiating compensation proposals (Article 2) that are consistent with the Human Resources Modernization project.

The State intends to propose a major reconfiguration of classifications (Article 17) within the bargaining unit as part of the Human Resources Modernization project.

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.